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OFFICE OF TRAINING

1. OTR - Continuous history from OSS days. 1948 - had ☐ people - only 2 formal courses. Now has about ☐ instructors. 1955 - offered 32 formal full-time courses and 19 part-time courses (not including language and area courses, or covert and tutorial training). Training runs gamut from Intelligence Writing and Basic Supervision to Sabotage and Counter-espionage. 1955 - Over ☐ registrations for training through OTR (does not include specialized training carried on independently by other components - such as Commo and Logistics).

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## 2. Growth has come -

a. As the Agency grew. Will not be out of business even if Agency stops growing. Developing a number of advanced courses. Requirements developing for new courses and for retraining.

b. As realization grew that training is essential. In early days, many received no training. Regulations now being developed to specify required training for categories of employees.

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c. As the training itself improved and got recognition. Necessarily theoretical in early days. Experienced intelligence and operations officers have made training more realistic and practical, tied to current activities and practices. Training has helped solidify doctrine where none existed. Has developed new training methods, e. g., "live problems," language laboratory. Through Training Liaison Officers in different components, OTR keeps close to customer requirements and obtains training material.

d. As the training concept expanded. Training originally conducted for Clandestine Services only. Now gives courses of non-intelligence nature, e. g., management training, language training, clerical training, reading improvement (however, slanted to Agency needs).



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4. OTR controls External Training (at other agencies, Government and private schools - wide variety of courses taken - unusual languages, Electronics, National War College, etc.).

5. JOT Program - Provides a systematic way to identify, select, and develop career intelligence officers of highest calibre. After rigorous selection process, JOT is given a combination of formal Agency training and "tailored" on-the-job training. Careers closely monitored and directed for about two years, then placed in other components of Agency. Began in 1951 - has  so far.

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6. Significant support activity -

a. A film unit to write and produce training films.

b. Assessment and Evaluation Staff - A group of psychologists who:

(1) Guide and monitor the instructor evaluations of student performance and characteristics

(2) Perform psychological assessment for testing of individuals

(3) Research and special projects, e.g., Brainwashing study, development of Agency Fitness Report.

7. Present direction - Growing demand for -

a. More management courses, more language and area training.

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b. Deep-cover training of Americans and foreigners

c. Overseas training. OTR has no overseas bases. In

1955 sent [ ] instructors out on TDY all over the world.

OTR has responsibility for technical supervision and guid-

ance of the training carried on [ ]

[ ]

8. Problems - Basic problem is procurement of operationally experienced instructors. OTR rotates its instructors to rest of Agency to broaden their experience [ ] rotated out in 1954 - about the same number in 1955, but no replacements on a systematic basis).

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